

Department of Natural Resources and Conservation
House Bill 2
Natural Resources and Transportation Subcommittee

DNRC Market Adjustment Summary

METHODOLOGY

Band 1-5 to 85% of 2010 market
Band 6 to 80% of 2010 market
Band 7 to 75% of 2010 Market
Band 8 to 70% of 2010 market

Example: Band 2 administrative assistant making 80% of market had their pay increased to 85% of the 2010 market.

Total 544.78 FTE

155 employees received market adjustments (28% of total FTE)

Band	# of Employees	Cost of Adjustments
Band 1-5	101	\$298,584
Band 6	40	\$104,291
Band 7	9	\$30,129
Band 8	5	\$12,942
Total	155	\$445,946

ADJUSTED

Band	Prior to Adjustment			Post Adjustment	
	% of Market	Average Annual Base Salary	Average* Market	% of Market	Average Annual Base Salary
Band 1-5	78%	\$33,100	\$42,500	85%	\$36,100
Band 6	74%	\$47,900	\$64,700	80%	\$51,800
Band 7	71%	\$64,500	\$90,900	75%	\$68,100
Band 8	68%	\$80,800	\$118,900	70%	\$83,200

NON-ADJUSTED

Band	% of Market	Average Annual Base Salary	Average* Market
Band 1-5	99%	\$35,600	\$36,000
Bands 6	93%	\$50,800	\$54,700
Band 7	85%	\$66,100	\$77,800
Band 8	73%	\$83,900	\$115,000

*Average market for adjusted positions contains different occupational titles than the average markets of the non-adjusted positions.

- The market adjustments cost \$445,946 and were paid for by using vacancy savings.
- Prior to the adjustment DNRC was operating at 80% of 2010 market.
- Post adjustment DNRC is operating at 83% of the 2010 market and 80% of the 2012 market.